

IMPORTANT CHANGES TO SUPPLEMENTAL MEDICAL

Active Employees and participating Spouses/Domestic Partners

American Airlines will be terminating the Supplemental Medical coverage for all active employees effective 1/1/2011. AA will be offering a premium holiday to active employees in November and December. All active employees and spouse/DPs from participating workgroups (Management, Agents/Reps/Planners, Support Staff, FA's and TWU members) of the Supplemental Medical Plan will be eligible to enroll in Supplemental Medical at the time they commence retiree medical coverage provided it is during the time the plan remains open for retirees/spouse/DPs (December 31, 2013 or when the Health Insurance Exchanges open)

Retirees and participating Spouses/Domestic Partners

American Airlines will continue the Supplemental Medical Plan as a Retiree Supplemental Medical Plan until 12/31/2013 or when the Health Insurance Exchanges open. Retiree and current Surviving Spouses will continue to pay a monthly premium of \$15 per member per month rate, which is paid annually to HealthFirst, \$180 annually per member; we will continue to monitor contributions to ensure we are meeting our financial obligations for coverage during the next 3 years.

All future retirees from the current workgroups will be eligible to enroll in Supplemental Medical at the time they commence retiree medical; they will have 30 days from commencement of retiree medical to enroll in Supplemental Medical. This applies only during the timeframe for which we will continue this plan. Employees who terminate from the Company under the 50 – 55 Rule will no longer pay for Supplemental Medical coverage, they will be eligible to enroll in coverage when they commence retiree medical coverage, provided it is during the timeframe for which we will continue this plan.

American Airlines will be mailing letters that will give the details and includes FAQs (Frequently Asked Questions) concerning the changes to Supplemental Medical Plan.

On Another note; Flexible Spending Accounts (FSA's) **will remain at \$5000** limit for 2011. This is a correction to the presentation given at the September's Shop Steward's meeting.

D'Ann will present new updated information concerning October Benefits Enrollment at September's Membership Meeting on **September 27 at 7:45am, 11:45am, 3:45pm and 11:45 pm.**

One Nation March

October 2 will be a culmination of months of activities planned to build up to the massive show of unity and strength in Washington D.C. – one month before Election Day.

The TWU will be a force among millions of people from other unions, civil rights, environmentalist, student and community organizations, all marching in unity in support of "One Nation – Put America Back to Work, Bring America Together and Going Forward."

The New York area is sending 4,000 buses to D.C. for the Oct 2 mobilization; that is 200,000 people on the buses alone. Hundreds of thousands of others will be flying, driving or taking trains in from all over the East coast. Regional mobilizations will also be held in areas too far from D.C. for practical travel. The event is expected to be of historic scale and impact.

After 10-2-10, all forces pivot for the final stretch to the mid-term elections on November 2.

But this mobilization is about more than the elections and their outcomes. This is a battle over the near and long-term future of



America's political atmosphere and climate, which determines how TWU and labor issues will fare, from the fights over funding, to the priorities and policies coming out of Washington.

This is about more than just one inspirational day; it is about building a movement and

protecting our futures. Throughout the rest of the summer, building such a movement has to be our shared focus.

TWU calls on all activists to join committees in their locals and local areas that are being set up to mobilize for this effort. Help get the word out to friends, family, churches and your communities. Help raise money to rent buses and to support local events. Work through your locals to put together events where we educate people on our agenda and our efforts to protect the middle class and working Americans.

In order to fight for "One Nation," an America working together and moving forward, we must start organizing and mobilizing today. For more Information on the One Nation March Got to: www.twu.org/international/blog

Audit Question

We mentioned in the last Informer about an audit being performed on the treasury. This has caused some to ask why we are being audited. The TWU Constitution, Article 16, Section 4, requires an audit at least annually. Further, anytime there is a change in officers, it is the policy of this union to have the books audited for the the protection of the memberships money. New officers take responsibility of the treasury but only from the time they were elected so there has to be a clear line of where the old officers spending stopped and new officers begin. The CPA involved in our Audit is Kurt Needles of Needles and Associates LLC who specifically deals with Labor Union treasuries and also reports to us all new regulations that come into effect each year on reporting and spending.

Other TWU Negotiations

On Sept, 14 TWU Fleet Service Clerks at American Eagle rejected their tentative agreement. Of the ballots received Eighty Five percent voted NO! This is the second time the TWU Fleet Service Clerks have rejected a tentative agreement at American Eagle which remains in mediated negotiations.